DOCUMENT RESUME

ED 121 370 JC 760 211

AUTHOR Brown, Barbara; Romoser, Richard C.
TITLE Part-Time Faculty Salary Rates 1973-74 and 1975-76 for Selected Community Colleges.
INSTITUTION Cuyahoga Community Coll., Cleveland, Ohio.
PUB DATE 2 Apr 76
NOTE 8p.

EDRS PRICE MF-$0.83 HC-$1.67 Plus Postage
DESCRIPTORS College Faculty; Community Colleges; Comparative Analysis; *Institutional Research; *Junior Colleges; *Part Time Teachers; *Salary Differentials; *Teacher Salaries; Wages

ABSTRACT

During 1975-76 Cuyahoga Community College surveyed 37 institutions in different parts of the country to obtain information on faculty compensation. Thirty institutions responded, of which 19 submitted separate information on part-time faculty remuneration, the focus of this report. Part-time remuneration data for 1975-76 are compared to data for 1973-74, the last time such a survey was taken. In 1975-76, St. Louis ranked first in the field of 20, with $203 per quarter hour of instruction; Denver ranked last with $110. The average part-time rate per quarter hour of instruction in 1975-76 was $157. For the 13 institutions included in both the 1973-74 and 1975-76 studies, the 1973 average rate was $146, and the 1975 rate was $158, an 8.2 percent increase. Remuneration rates for part-time faculty are correlated to three possible influences: (1) average compensation for full-time faculty at a given institution; (2) whether faculty are unionized; (3) enrollment size of the institution. None of these factors, however, proved to be a significant influence on part-time faculty remuneration rates. Although data as provided by the institutions are appended, the document converts these data to a standardized unit of measurement (rate per quarter hour of instruction) and organizes them into table form. (NHM)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED121370

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

PART-TIME FACULTY SALARY RATES 1973-74 AND 1975-76 FOR SELECTED COMMUNITY COLLEGES

by
Barbara Brown
and
Richard C. Romoser

OFFICE OF EDUCATIONAL RESEARCH AND EVALUATION SERVICES
OFFICE OF EDUCATIONAL PLANNING AND DEVELOPMENT

Cuyahoga Community College
700 Carnegie Avenue
Cleveland, Ohio 44115

2

JC 760 211

SUMMARY

A comparison of part-time faculty remuneration rates in selected community-junior colleges to Cuyahoga Community College has revealed that:

- *The average CCC rate for 1975 is 105.7 percent of the average quarter hour rate for 19 other institutions.*
- *CCC ranked fifth in 1975 and third in 1973 among 13 institutions with data available for both years.*
- *CCC was one of five (out of thirteen) institutions which experienced no change from 1973 to 1975 in pay rates for part-time faculty.*

Analysis of the sample data indicated a low positive correlation between higher part-time rates, unionized faculty, larger enrollments, and higher compensation for full-time faculty.

Office of Educational Research
and Evaluation Services

April 2, 1976

PART-TIME FACULTY SALARY RATES 1973-74 AND 1975-76 FOR SELECTED COMMUNITY COLLEGES

INTRODUCTION

Community-junior colleges contacted for the 1975-76 survey of full-time faculty compensation were asked also to provide information about pay rates for part-time faculty. Thirty-seven institutions were contacted. Thirty institutions responded and of these, 18 submitted information about part-time faculty remuneration.

The purpose of this report is to examine CCC's relative position among these institutions for 1975-76 and to compare that position to its place in the institutional distribution of part-time rates for 1973-74. Additionally the report includes a look at other information, such as average compensation for full-time faculty, whether faculty are unionized, and student enrollment size --- the idea being that these variables may influence part-time faculty pay rates.

Rate of Pay for Part-Time Faculty, 1973 and 1975

Table 1 summarizes the information on part-time salaries reported by 18 institutions. The detailed information may be found in Appendix I. A description of the procedure used for conversion to quarter hour rates may be found in Appendix II.

The following points were derived from Table 1:

- CCC ranks fifth in 1975 among 13 institutions for which data were available for two years.
- CCC's position among these institutions was third in 1973.
- CCC's part-time rate was 105.7 percent of the average for other institutions in 1975 compared to 113.7 percent of the average for institutions in 1973.
- CCC was one of five institutions out of thirteen which experienced no change from 1973 to 1975 in the rate of pay for part-time faculty.

TABLE 1

RATES OF PAY FOR PART-TIME FACULTY, 1973 AND 1975,
IN SELECTED COMMUNITY-JUNIOR COLLEGES

Institution	Part-Time Rate Per Quarter Hour of Instruction				% Change, 1975 Over 1973
	Rank		Dollars		
	1975	1973	1975	1973	
St. Louis	1	1	203	176	+15.3
Minnesota	--	--	200	ND	--
Sinclair	3	2	175	175	0.0
Baltimore	3	4	175	162	+ 8.0
Portland	3	5	175	160	+ 9.4
CCC	*5*	*3*	*166*	*166*	*0.0*
Los Angeles	--	--	166	ND	--
Chicago	--	--	163	ND	--
Metropolitan	--	--	162	ND	--
Seattle	6	10	158	137	+14.8
Maricopa	7	11	155	136	+14.0
Kern	--	--	153	ND	--
Allegheny	8	6	152	152	0.0
Lakeland	9.5	7.5	150	150	0.0
Lorain	9.5	7.5	150	150	0.0
Coast	11.5	12	144	116	+24.3
Delta	11.5	9	144	138	+ 4.4
Tarrant	--	--	129	ND	--
Spokane	--	--	126	ND	--
Denver	13	13	110	105	+ 5.3
Avg. of 19 (w/o CCC)			157	--	--
Avg. of 12 (w/o CCC)			158	146	+ 8.2

Influences on the Rates Paid to Part-Time Faculty

There are probably numerous factors which influence part-time faculty rates such as the availability of people qualified to serve as part-time instructors, the nature of the program for which part-time instructors are employed, and the history of part-time remuneration within the institution. However, three factors for which data were available are examined here as potential influences on part-time salaries: (1) average compensation for full-time faculty (2) whether faculty are unionized and (3) enrollment size of the institution.

Part-time salaries were correlated with average compensation. The expectation --- supported by previous years' analyses --- was that institutions with higher average compensation amounts for full-time faculty would also have higher remuneration rates for part-time faculty. In previous years the correlation coefficient has ranged from .41 to .62 indicating a moderate degree of association between the two variables. However, the coefficient for this year was .19 which indicates that there is little relationship between part-time and full-time remuneration for the institutions included in this report.

Part-time salaries were correlated with information about whether the institutions' faculty are unionized. The correlation coefficient for the 19 institutions in Table 1 was .37, denoting a moderately low degree of association between the two variables. The nature of the relationship is that higher part-time rates are associated with institutions having unionized faculty; but the union variable accounts for just 14 percent of the variance in part-time rates. So the conclusion is that the presence of faculty unions, at least for this group of institutions, does not exert a very strong influence on part-time faculty salaries.

Student enrollments were correlated with part-time salaries with the expectation that institutions having larger enrollments would also have higher part-time rates. The premise was that larger institutions would have a greater need for part-time faculty and consequently higher rates to attract these individuals. The correlation coefficient for 19 institutions was .20, denoting a low degree of association between the two variables.

APPENDIX I

PART-TIME FACULTY PAY RATES AS REPORTED BY PARTICIPATING INSTITUTIONS
1973 AND 1975

Institution	Calendar	Part-Time Faculty Rates Reported in 1975	Conversion 1975 Quarter Hour Rate	Part-Time Faculty Rates Reported in 1973	Conversion 1973 Quarter Hour Rate
St. Louis	Semester	$140-487 per credit hour 93-325 per contact hour	$203	$119-425 per credit hour	$176
Minnesota	Quarter	200 per equated credit	200	ND	--
Baltimore	Semester	240-300 per credit 115-190 lab	175	225-275 per semester hour 11.67 per contact (lab)	162
Portland	Quarter	175 per quarter credit 130 per shop/lab	175	160 per lecture hour 120 per lab hour	160
Los Angeles	Semester	13.94-16.29 per hour	166	ND	--
Chicago	Semester	11.1112-18.5186 per hour (18 wks)/term rate $600-1,000	163	ND	--
Metropolitan	Semester	250 per credit hour 12.625 per contact hour	162	ND	--
Seattle	Quarter	9.64-19.01 per hour	158	8.72-16.23	137
Maricopa	Semester	281 per load hour residential 230-250 per load hour visiting	155	240 per load hour regular inst. 220-240 load hour visiting inst.	136
Kern	Semester	11.543-16.276	153	ND	--
Allegheny	Semester	235 per credit hour	152	235 per credit hour	152
Lakeland	Quarter	150 per unit	150	150 per unit	150
Lorain	Quarter	150 per unit	150	150 per credit hour	150
Coast	Semester	12.35-13.75 per hour	144	10.00-11.00 per instructional hour	116
Delta	Trimester	210 per equated credit	144	200 per credit	138
Tarrant	Semester	450-750 per 3 credits or 8.00 per contact	129	ND	--
Spokane	Quarter	11.45 per contact hour	126	ND	--
Denver	Quarter	8.00-12.00 per hour	110	8.00-11.00 per hour	105

APPENDIX II

As a review of Appendix I indicates, institutions provided information about part-time faculty salaries in a number of ways. For the purpose of comparability, the reported data were converted to an estimated rate per quarter hour of instruction. The conversion was accomplished in the following manner:

- A rate representing a semester hour of credit, in all cases but one, was divided by 17 (weeks) and multiplied by 11 (weeks). The exception was Chicago for which information provided by them indicated the 18 (weeks) would be a more accurate divisor.
- A rate representing a trimester hour of credit was divided by 16 (weeks) and multiplied by 11 (weeks).
- Contact hour rates were multiplied by 11 (weeks).
- In cases where a range of rates was reported, the midpoint of the range was used, or converted as necessary.

The above procedure also was used in 1973. At that time 12 institutions were contacted to determine whether the conversion procedure had resulted in an accurate or distorted reflection of the data they had submitted. Eight institutions reported "accurate," two indicated that their data had been distorted, and one institution reported "don't know." One institution did not respond to the question. This is to say that the treatment of 1975 data probably has resulted in an accurate representation of part-time faculty pay rates for a majority of the institutions reported.

UNIVERSITY OF CALIF.
LOS ANGELES

APR 30 1976

CLEARINGHOUSE FOR
JUNIOR COLLEGES